

# Comparisons of Job Characteristics

**Focus Occupation:** [Home Health Aides \(31-1011\)](#)

**Associated Occupation:** [Registered Nurses \(29-1111\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

|    |  |
|----|--|
| << | Focus occupation element is much lower             |
| <  | Focus occupation element is lower                  |
| 0  | Focus occupation element is at a similar level     |
| >  | Focus occupation element is at a higher level      |
| >> | Focus occupation element is at a much higher level |

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 82

**Focus Occupation:** Home Health Aides (31-1011)

**Associated Occupation:** Registered Nurses (29-1111)

| Associated Occupation's Key Knowledge Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating | Evaluation of Focus Occupation |   |
|--|---------------------------------|--------------------------------|---------------------------|--------------------------------|---|
| Psychology                                     | 6.4                             | 19.5                           | 13.2                      | <<                             | Extensive education and/or training may be required |
| Customer and Personal Service                  | 11.3                            | 18.5                           | 10.2                      | <<                             | Extensive education and/or training may be required |
| Medicine and Dentistry                         | 3.7                             | 17.8                           | 9.2                       | <<                             | Extensive education and/or training may be required |
| Therapy and Counseling                         | 3.8                             | 16.2                           | 7.6                       | <<                             | Extensive education and/or training may be required |
| Education and Training                         | 9.2                             | 14.7                           | 8.4                       | <<                             | Extensive education and/or training may be required |
| Biology  | 3.7                             | 13.3                           | 1.8                       | <<                             | Extensive education and/or training may be required |
| Sociology and Anthropology                     | 4.1                             | 12.1                           | 4.4                       | <<                             | Extensive education and/or training may be required |
| Chemistry                                      | 4.8                             | 9.8                            | 2.8                       | <<                             | Extensive education and/or training may be required |
| Philosophy and Theology                        | 3.2                             | 9.2                            | 5.7                       | <<                             | Extensive education and/or training may be required |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 92

**Focus Occupation:** Home Health Aides (31-1011)

**Associated Occupation:** Registered Nurses (29-1111)

| Associated Occupation's Key Skills Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating | Evaluation of Focus Occupation |  |
|---|---------------------------------|--------------------------------|---------------------------|--------------------------------|--|
|---|---------------------------------|--------------------------------|---------------------------|--------------------------------|--|

|                              |     |      |      |    |  |
|------------------------------|-----|------|------|----|--|
| Social Perceptiveness        | 9.1 | 14.9 | 10.6 | << | Extensive development of skills in this area may be required |
| Monitoring                   | 9.9 | 13.6 | 10.2 | << | Extensive development of skills in this area may be required |
| Service Orientation          | 7.9 | 12.7 | 10.7 | <  | A higher skill level may be required                         |
| Judgment and Decision Making | 9.4 | 12.5 | 8.4  | << | Extensive development of skills in this area may be required |
| Active Learning              | 8.7 | 12.2 | 8.4  | << | Extensive development of skills in this area may be required |
| Coordination                 | 9.1 | 12.2 | 9.0  | << | Extensive development of skills in this area may be required |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

| Abilities   |                                 | Similarity of Focus Occupation to Associated Occupation: 91 |                           |                                |  |
|---|---------------------------------|---|---------------------------|--------------------------------|--|
| Focus Occupation: Home Health Aides (31-1011)<br>Associated Occupation: Registered Nurses (29-1111) |                                 |   |                           |                                |  |
| Associated Occupation's Key Abilities Elements  | Average Rating, All Occupations | Associated Occupation's Rating                              | Focus Occupation's Rating | Evaluation of Focus Occupation |  |
| Problem Sensitivity   | 11.1                            | 17.3  | 11.5                      | <<                             | Extensive improvement in abilities may be required |
| Inductive Reasoning   | 10.2                            | 15.3  | 10.0                      | <<                             | Extensive improvement in abilities may be required |
| Deductive Reasoning   | 10.6                            | 14.0  | 9.8                       | <<                             | Extensive improvement in abilities may be required |
| Speech Recognition  | 9.9                             | 13.5  | 9.8                       | <<                             | Extensive improvement in abilities may be required |
| Information Ordering  | 9.9                             | 12.8  | 9.3                       | <<                             | Extensive improvement in abilities may be required |
| Flexibility of Closure  | 7.8                             | 10.9  | 8.0                       | <<                             | Extensive improvement in abilities may be required |
| Speed of Closure  | 5.9                             | 9.5   | 6.7                       | <<                             | Extensive improvement in abilities may be required |
| Memorization  | 5.6                             | 8.1   | 4.8                       | <<                             | Extensive improvement in abilities may be required |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

| Activities that Both Occupations Have in Common   |                         | Similarity of Focus Occupation to Associated Occupation: 70 |
|---|-------------------------|---|
| <b>Focus Occupation: Home Health Aides (31-1011)</b><br><b>Associated Occupation: Registered Nurses (29-1111)</b> |                         |   |
| Work Activities   | Exclusivity of Activity |   |
| Administer medications or treatments  | 46                      |   |
| Lift or transport ill or injured patients   | 69                      |   |

|  |    |
|--|----|
| Maintain dental or medical records                 | 64 |
| Prepare patients for tests, therapy, or treatments | 70 |
| Set up patient care equipment                      | 75 |
| Take vital signs                                   | 56 |
| Weigh patients                                     | 75 |

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 85

**Focus Occupation: Home Health Aides (31-1011)**  
**Associated Occupation: Registered Nurses (29-1111)**

| Tools and Technologies   | Exclusivity |
|--|-------------|
| Ambulation and transfer and positioning aids for the physically challenged | 27          |
| Blood pressure units and related products                                  | 11          |
| Computers  | 1           |
| Data management and query software   | 1           |
| Decubitus prevention products  | 90          |
| Electrotherapy equipment   | 31          |
| Enema administration supplies  | 31          |
| Heat and cold therapy products   | 29          |
| Industry specific software   | 1           |
| Manual test kits and quality controls and calibrators and standards        | 33          |
| Network applications software  | 1           |
| Orthopedic softgoods for lower extremity                                   | 33          |
| Ostomy supplies and non surgical wound drainage products                   | 62          |
| Oxygen therapy delivery systems and devices                                | 13          |
| Patient lifts  | 35          |
| Patient point of care testing supplies and equipment                       | 23          |
| Patient transport products   | 18          |
| Positive mechanical pressure ventilators and accessories                   | 31          |
| Prosthetic devices or accessories and supplies                             | 56          |
| Restraints and accessories   | 37          |
| Vascular and compression therapy equipment and supplies                    | 33          |

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.